

IN THE UNITED STATES DISTRICT COURT
MIDDLE DISTRICT OF NORTH CAROLINA
Civil Action No. 1:17-cv-00854-TDS-LPA

REBECCA KOVALICH and SUZANNE)
NAGELSKI,)
)
Plaintiffs,)
v.)
)
PREFERRED PAIN MANAGEMENT &)
SPINE CARE, P.A., DR. DAVID SPIVEY,)
individually, and SHERRY SPIVEY,)
individually.)
)
Defendants.)

Exhibit 22

CONFIDENTIAL

EEOC Form 5 (11/09)

CHARGE OF DISCRIMINATION

This form is affected by the Privacy Act of 1974. See enclosed Privacy Act Statement and other information before completing this form.

Charge Presented To: Agency(ies) Charge No(s):

FEPA
 EEOC

435-2016-00647

and EEOC

State or local Agency, if any

Name (indicate Mr., Ms., Mrs.)

Home Phone (Incl. Area Code)

Date of Birth

1970

Street Address

City, State and ZIP Code

Named is the Employer, Labor Organization, Employment Agency, Apprenticeship Committee, or State or Local Government Agency That I Believe Discriminated Against Me or Others. (If more than two, list under PARTICULARS below.)

Name

No. Employees, Members

Phone No. (Include Area Code)

PREFERRED PAIN MANAGEMENT

15 - 100

(336) 354-4420

Street Address

City, State and ZIP Code

1511 Westover Terrace, Greensboro, NC 27408

Name

No. Employees, Members

Phone No. (Include Area Code)

Street Address

City, State and ZIP Code

DISCRIMINATION BASED ON (Check appropriate box(es).)

DATE(S) DISCRIMINATION TOOK PLACE

Earliest

Latest

06-15-2016

06-15-2016

RACE COLOR SEX RELIGION NATIONAL ORIGIN
 RETALIATION AGE DISABILITY GENETIC INFORMATION
 OTHER (Specify)

 CONTINUING ACTION

THE PARTICULARS ARE (If additional paper is needed, attach extra sheet(s)):

On or around April 6, 2015 I was hired as a temp Front Desk Administrator. On or around August 10, 2015, I was hired as a permanent Front Desk Administrator. On or around June 10, 2016 the Human Resources Manager (approximately 45) informed me I was doing a good job. On or around June 15, 2016, the HR Manager and the Clinical Coordinator (47) discharged me without notice or any prior discipline stating I had received patient complaints. I requested evidence of these complaints, but none was provided.

The majority of employees discharged in the past six months were within my protected category and have been replaced by younger employees.

I believe I have been discriminated against and discharged based on my age (46) in violation of the Age Discrimination Employment Act of 1967, as amended.

I want this charge filed with both the EEOC and the State or local Agency, if any. I will advise the agencies if I change my address or phone number and I will cooperate fully with them in the processing of my charge in accordance with their procedures.

I declare under penalty of perjury that the above is true and correct.

Jun 30, 2016

Date

NOTARY - When necessary for State and Local Agency Requirements

I swear or affirm that I have read the above charge and that it is true to the best of my knowledge. (Signature) *GRNB LOC OFC 06-15-2016*
 SIGNATURE OF COMPLAINANT

GRNB LOC OFC
 06-15-2016
 SUBSCRIBED AND SWORN TO BEFORE ME THIS DATE
 (month, day, year)

RECEIVED
 06-15-2016

DEFENDANT'S000678